

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System (CCHHS) held Tuesday, October 15, 2019 at the hour of 9:00 A.M. at 1950 W. Polk Street, in Conference Room 5301, Chicago, Illinois.

**I. Attendance/Call to Order**

Acting Chair Thomas called the meeting to order. A quorum was not present, so the Committee members received information; no action was taken at the meeting.

Present: Acting Chair Sidney A. Thomas, MSW and Director Mary Driscoll, RN, MPH (2)

Absent: Chair Mary B. Richardson-Lowry and Directors Heather M. Prendergast, MD, MS, MPH (2)

Additional attendees and/or presenters were:

Jeff McCutchan –General Counsel

Deborah Santana – Secretary to the Board

Barbara Pryor –Chief Human Resources Officer

John Jay Shannon, MD – Chief Executive Officer

The next meeting of the Committee will be held on Tuesday, December 10, 2019 at 9:00 A.M.

**II. Public Speakers**

Acting Chair Thomas asked the Secretary to call upon the registered public speakers.

The Secretary responded that there were none present.

**III. Action Items**

**A. Minutes of the Human Resources Committee Meeting of August 20, 2019**

**B. Any items listed under Sections III and VI**

**IV. Report from Chief Human Resources Officer (Attachment #1)**

Barbara Pryor, Chief Human Resources Officer, reviewed her report, which included information on the following subjects:

- CCH Nurse Hiring Fair
- CCH Internship Program Highlights
- Navy Medicine’s Hospital Corpsman Trauma Program
- Metrics:
  - HR Activity Report through 9/30/19
  - Separations by Classification through 9/30/19
  - Open Vacancies
  - Hiring Snapshot through 9/30/19
  - Appendix – Nursing and Finance Hiring Snapshot through 9/30/19
- Update - Impact 2020 : Develop Cultural Competency of Workforce

**V. Closed Meeting Items**

- A. Report from Chief Human Resources Officer**
- B. Discussion of personnel matters**
- C. Update on labor negotiations**
- D. Discussion of litigation matters**

The Committee did not recess into a closed meeting.

**VI. Adjourn**

As the agenda was exhausted, Acting Chair Thomas declared the meeting ADJOURNED.

Respectfully submitted,  
Human Resources Committee of the  
Board of Directors of the  
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXXXXXXXXXX  
Sidney A. Thomas, MSW, Acting Chair

Attest:

XXXXXXXXXXXXXXXXXXXXXXXXXXXX  
Deborah Santana, Secretary

**Requests/Follow-up:**

There were no requests for follow-up made at the meeting.

Cook County Health and Hospitals System  
Human Resources Committee Meeting  
October 15, 2019

ATTACHMENT #1

# Human Resources Metrics CCH HR Committee

**Barbara Pryor**  
**Chief Human Resources Officer**

**October 15, 2019**



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# Cook County Health Nurse Hiring Fair Update



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# Cook County Health Nurse Hiring Fair

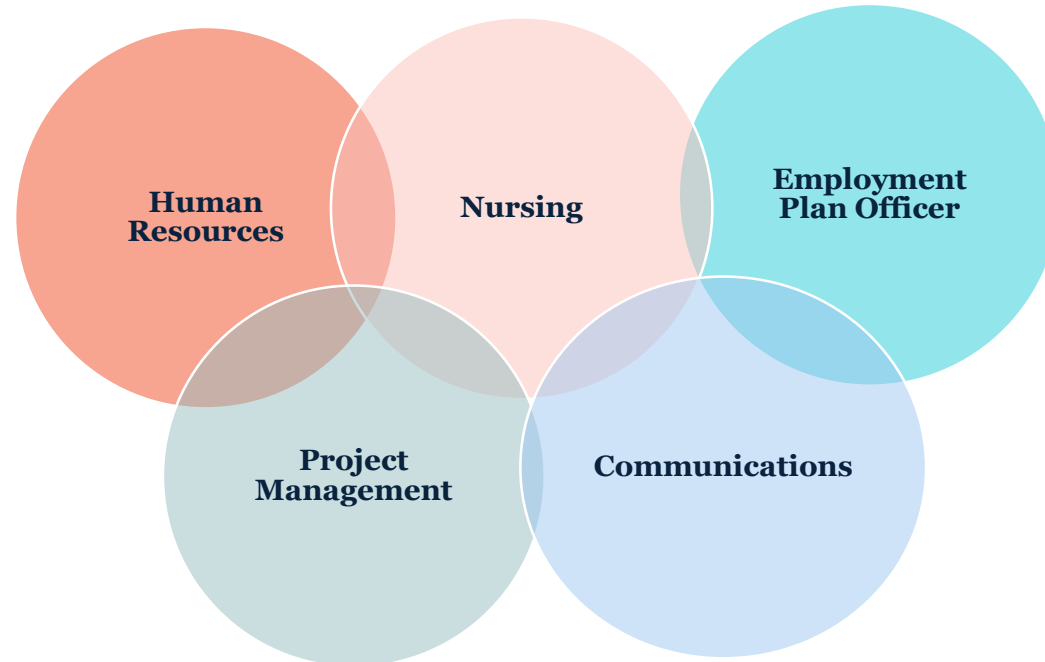
## Objective

- Recruit Talent to fill vacant Main Operating Room vacancies
- Establish Prototype for future Hiring Fairs

## Focus

- Targeted access to a large Talent pool of candidates
- Concentrated effort to fill hard to fill positions
- Cost effective approach to interview multiple candidates at one time
- Reduce time to hire, interview and extend offers of employment

**WE'RE  
HIRING!**





# Cook County Health Nursing Hiring Fair



**NURSING  
HIRING FAIR**

**We are hiring  
STAFF NURSES  
in the following area:**

- **MAIN OPERATING ROOM**  
\* Experience preferred

Please join us to learn more about these opportunities at Cook County Health!

During the fair we will share more information on CCH benefits as well as how to submit your applications for employment.

If you have questions, please call the Recruitment line at **312-864-0430**.

**THURSDAY 5  
SEPTEMBER 2019**  
**10:00am-2:30pm**

**John H. Stroger, Jr. Hospital  
of Cook County**  
1969 West Ogden Avenue  
Chicago, IL 60612

**PARKING**  
Candidates can park at the Cook County Juvenile Temporary Detention Center garage located at 1100 S. Hamilton for \$2.00, and may use the CCH Employee Shuttle service to the Main Hospital (entrance #2) free of charge. The shuttle runs every 15 – 20 minutes. When you arrive, please look for Nurse Fair signage and CCH staff wearing polo shirts to provide directions.

**COOK COUNTY  
HEALTH**

[cookcountyhealth.org](http://cookcountyhealth.org)

## Overview

- Collaborative effort Lead by Employment Plan Office, Human Resources Nurse Recruitment Team & the Project Management Office Resources
- Tours of Stroger Campus provided to attendees
- CCH greeters stationed at various entry points throughout Stroger Campus
- Positive feedback during the Fair from the participants.

## Results

- 121 Candidates were interviewed during fair
  - Forty (40) interviews scheduled in advance of the fair
  - Eighty-one (81) walk-in candidates
  - Eleven (11) offers of employment extended
  - 65 Candidates ranked for future consideration

# Cook County Health Internship Program Highlights



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# Cook County Health Internship Program

- Request for 2020 Cook County Health (CCH) Public Interest Fellow:
  - This are non-clinical positions
  - CCH management level submit Request for Fellow/Intern by Monday, October 21, 2019.
    - The Fellows will complete high – impact projects while working side-by-side with CCH management level executive to develop an understanding of:
      - CCH policies
      - Projects and operations
- December 1, 2019 partnering universities are awarded number of available CCH Fellowships:
- April 1, 2020 Fellows notified of placement to CCH departments
- The 2020 Fellow/Internship program will start late June/early July.
  - 6 (six) paid undergraduate and graduate students
    - One year (12 months) commitment
  - CCH exploring adding non-paid interns
    - Three (3) to four (4) months commitment
- The Internship Program is in compliance with the CCH Employment Plan

## Public Interest Fellows – 6

One year Paid



1 Student

University of Chicago



5 Students

## EXTERNSHIP – 7

6 weeks – 3 months Non-Paid



2 Students



2 Students



3 Students

# Navy Medicine's Hospital Corpsman Trauma Program

The Trauma training program was developed to meet the U.S. Navy Surgeon General goal of achieving maximum life-saving capabilities through educational programs.



Navy Medicine Hospital Corpsman  
Trauma Program

## Graduation Ceremony

U.S. Senator Dick Durbin  
U.S. Navy

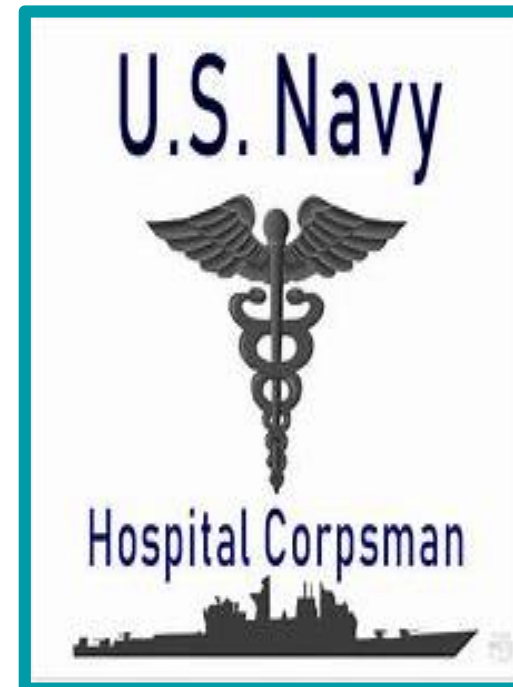
Jim Cornelison, National Anthem

Friday, September 27, 2019 | 12:00 pm

Cook County Health Professional Building 1950 W Polk  
Chicago, IL 60612 5th FL

The Hospital Corpsman Trauma Program is a partnership between Navy Medicine and Cook County Health:

- 16 U.S. Navy Hospital Corpsmen Graduates
- CCH Seven-week training program
  - John H. Stroger, Jr. Hospital's Trauma and Burn unit provides corpsmen with a unique learning environment.
  - Assist Trauma Surgeons in clinical and trauma environments.



# Metrics



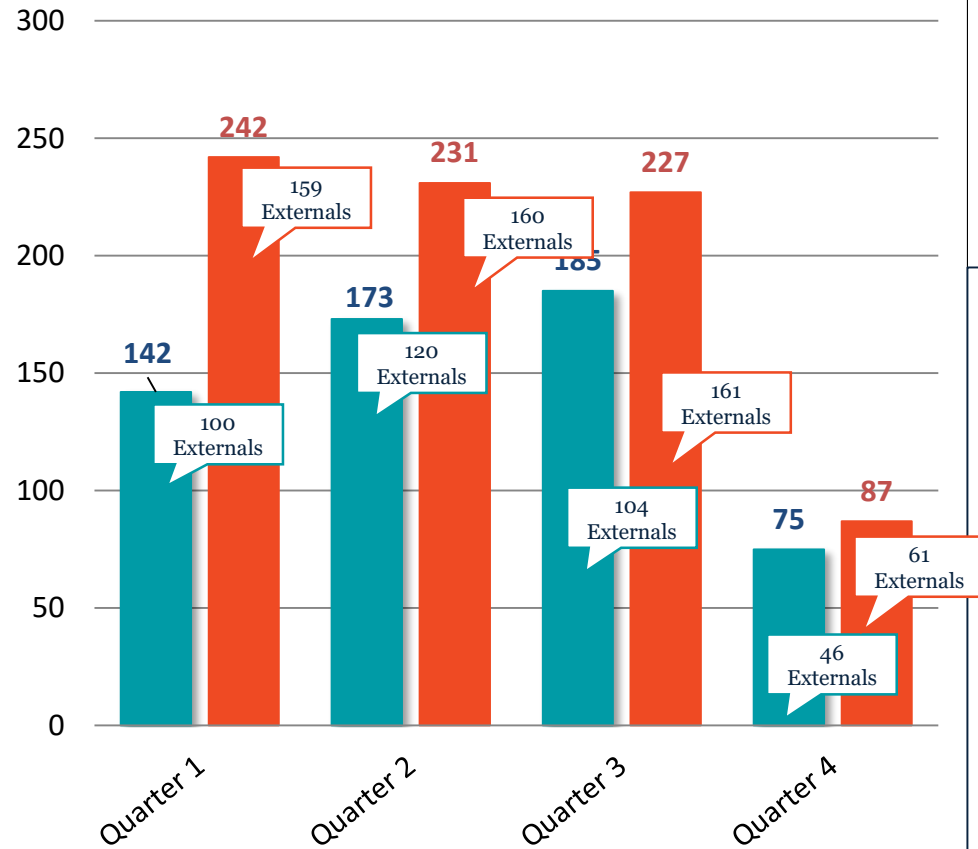
COOK COUNTY  
**HEALTH**

# CCH HR Activity Report

Thru 09/30/2019

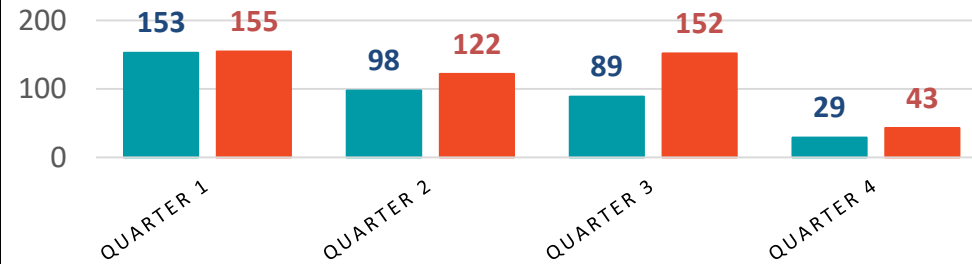
## FILLED POSITIONS

■ 2018 Filled (575) | Externals (370)  
■ 2019 Filled (787) | Externals (541)

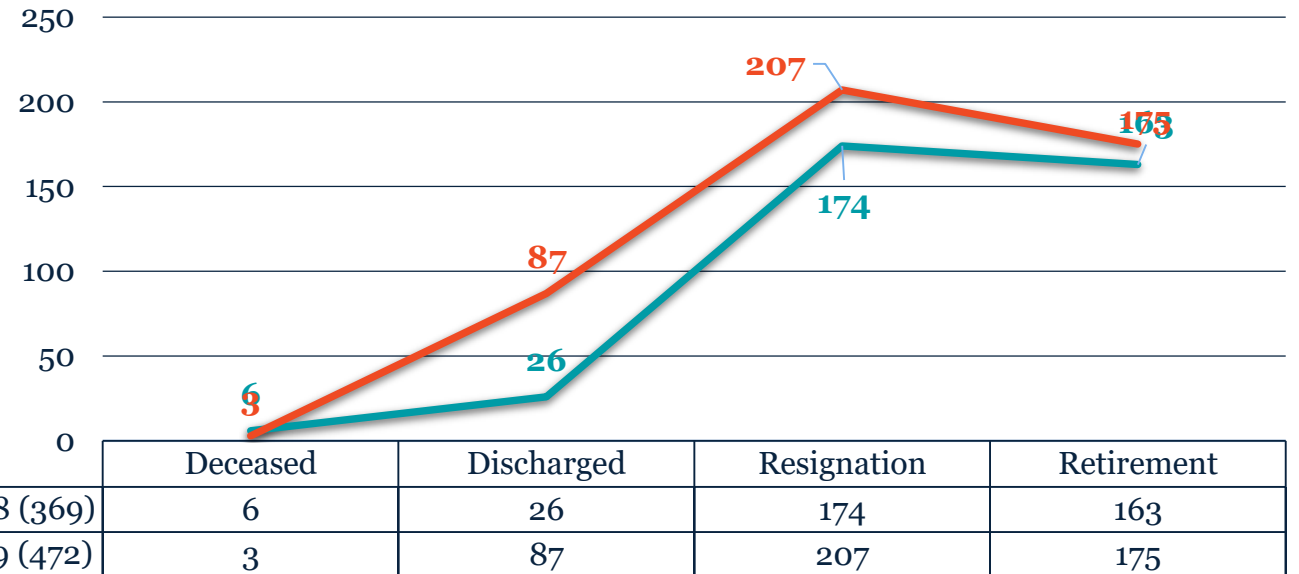
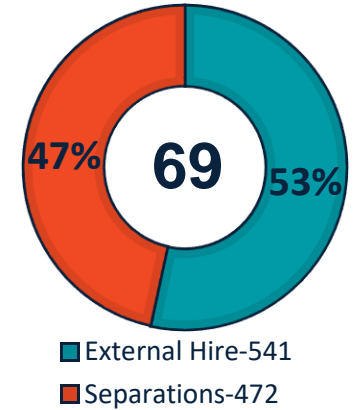


## SEPARATIONS

■ 2018 Separations (369) ■ 2019 Separations (472)



## NET NEW



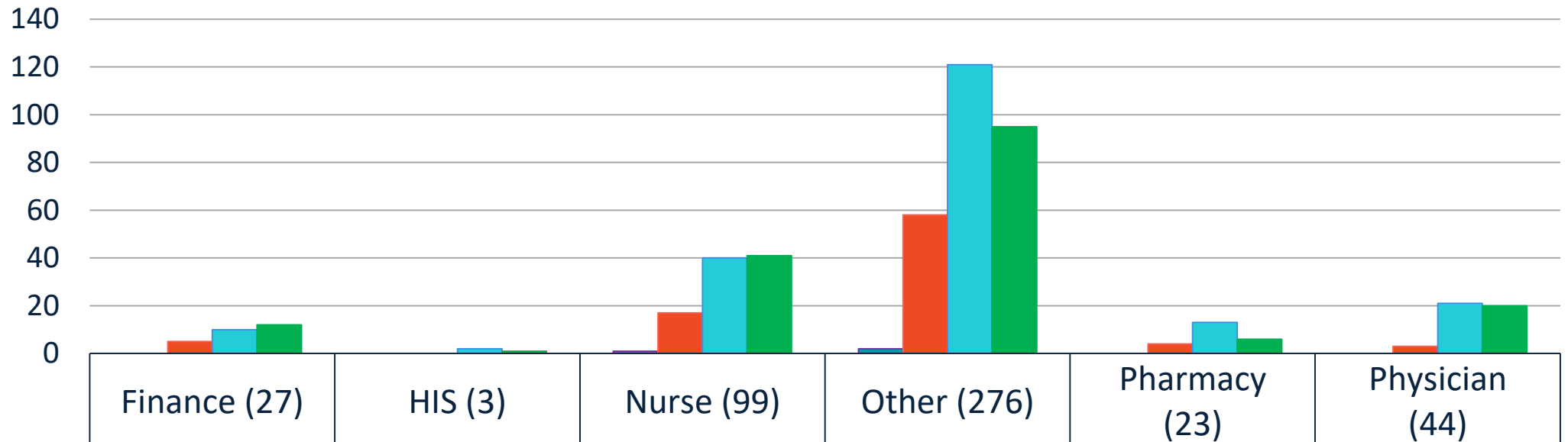
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Does not include Consultants, Registry and House Staff

# CCH HR Activity Report

Thru 09/30/2019

## SEPARATIONS BY CLASSIFICATION - 472



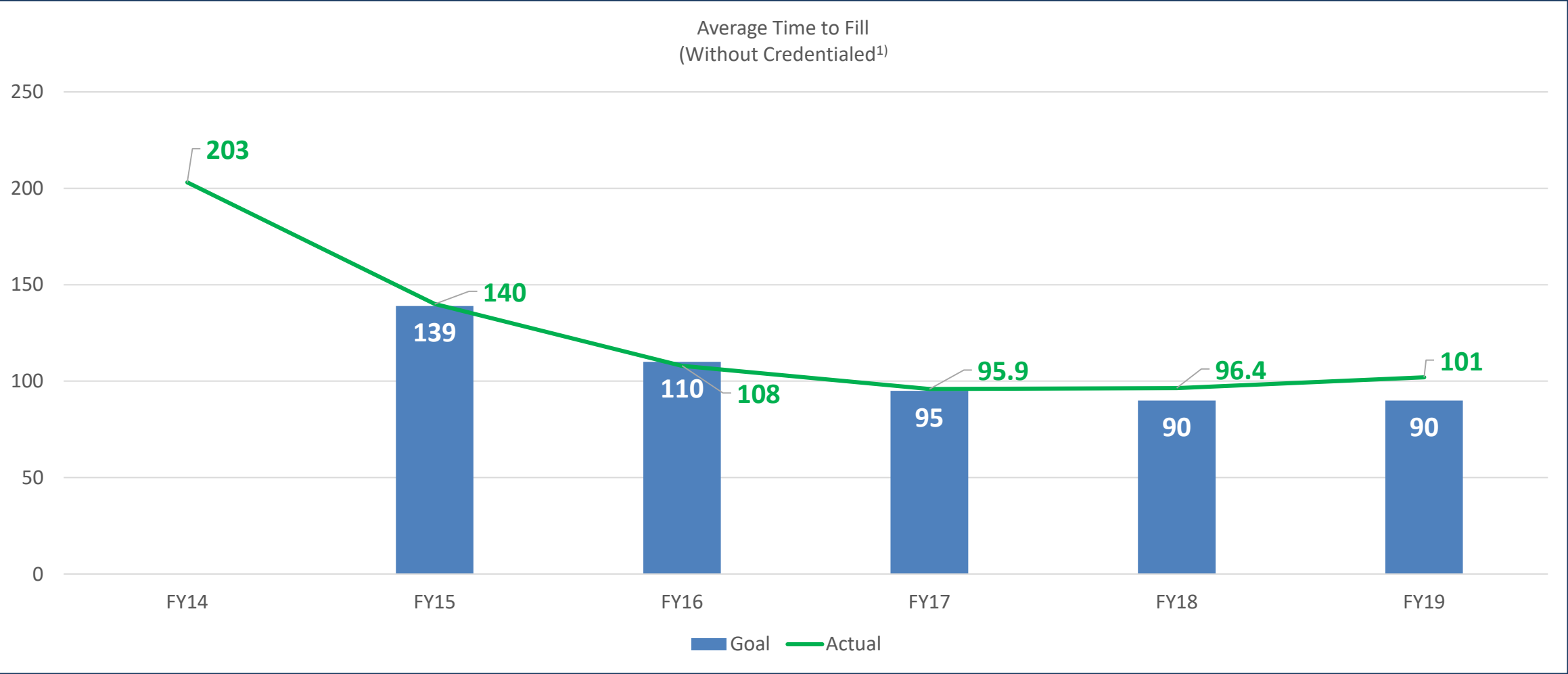
■ Deceased (3)			1	2		
■ Discharged (87)	5		17	58	4	3
■ Resignation (207)	10	2	40	121	13	21
■ Retirement (175)	12	1	41	95	6	20





# CCH HR Activity Report – Open Vacancies

Improve/Reduce Average Time to Hire\*



<sup>1</sup>Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.

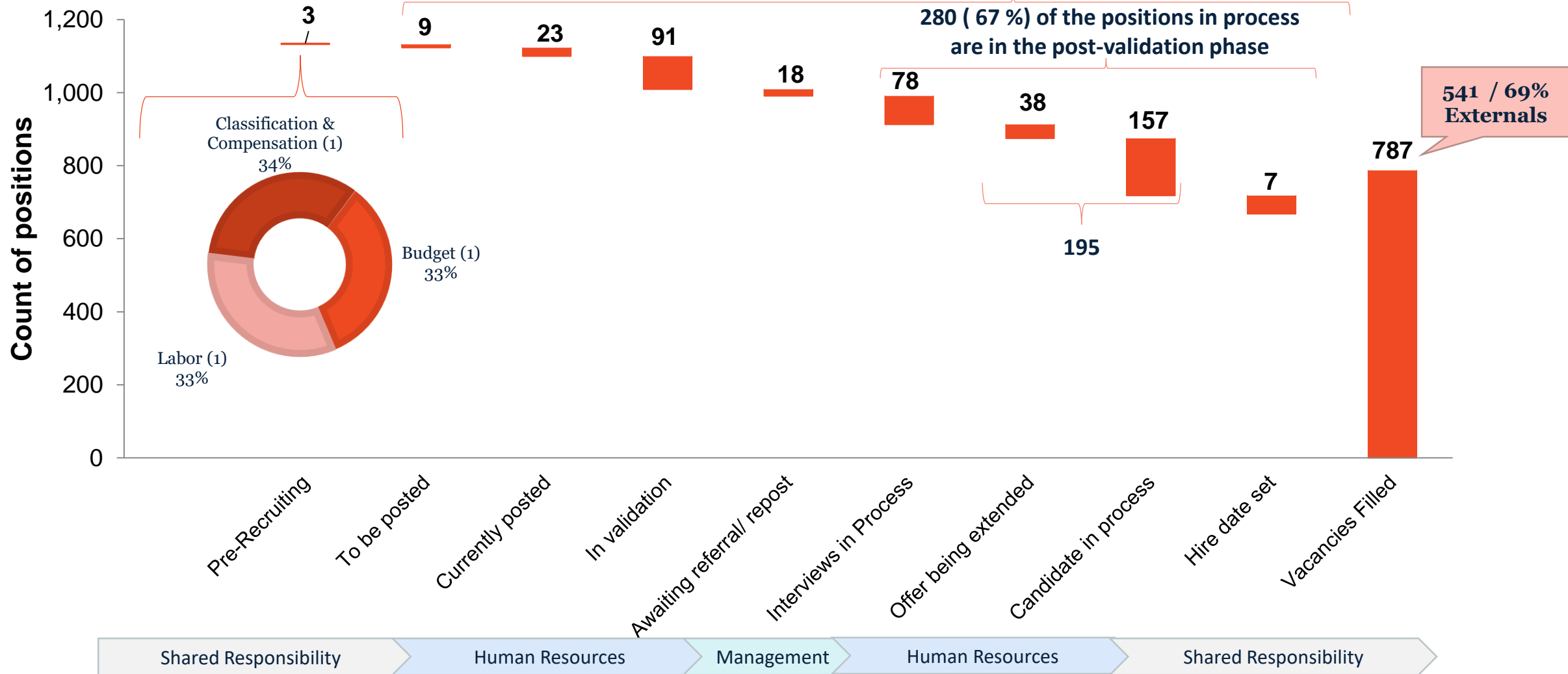
# CCH HR Activity Report – Hiring Snapshot

Thru 09/30/2019

Clinical Positions – 297 / 71%

Non-Clinical Positions – 124 / 29%

421 Positions in Recruitment



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HEALTH**

# Thank you.



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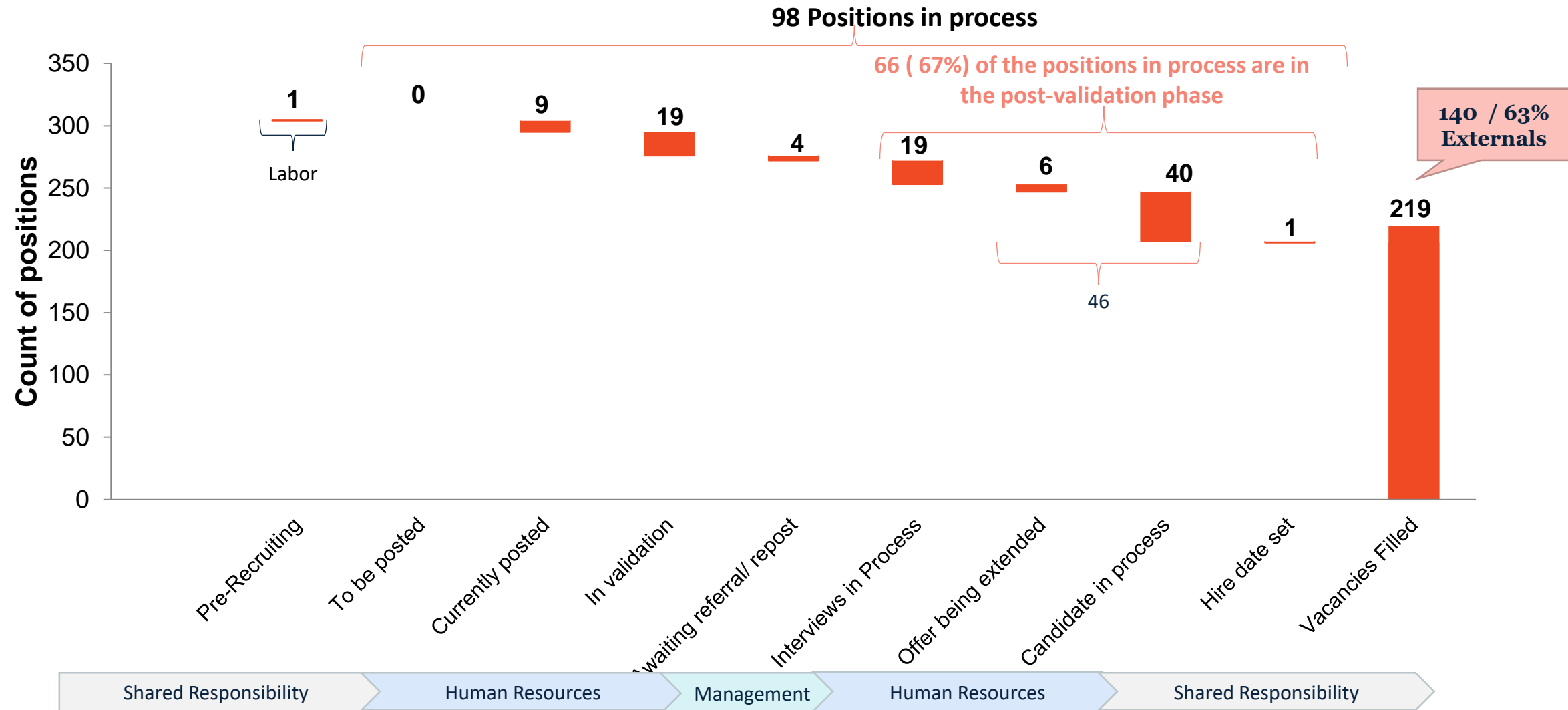
# Appendix



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# CCH HR Activity Report – Nursing Hiring Snapshot

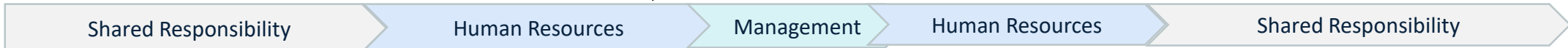
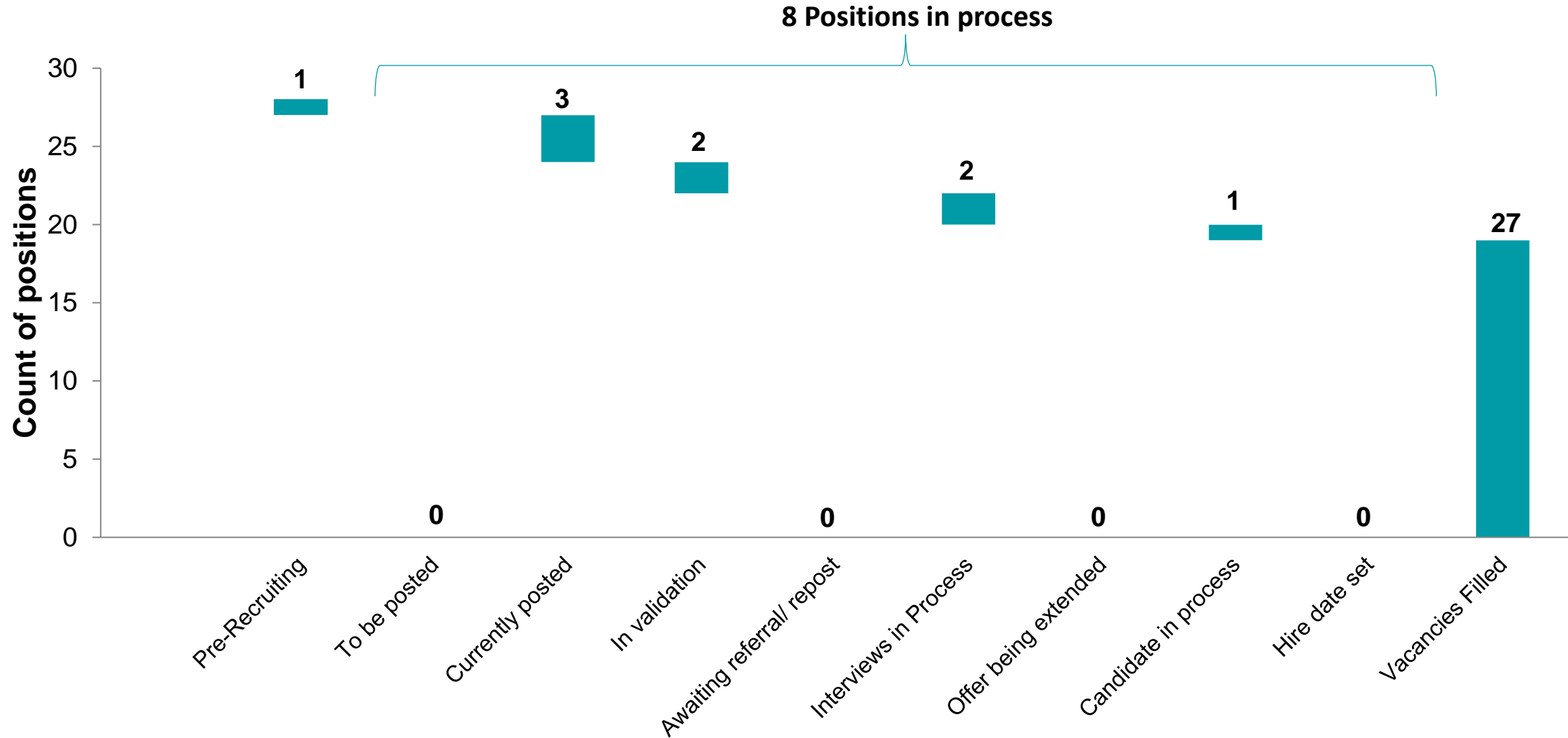
Thru 09/30/2019





# CCH HR Activity Report – Finance Hiring Snapshot

Thru 09/30/2019





# Impact 2020

## Develop Cultural Competency of Workforce



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# Impact 2020 – Develop Cultural Competency of Workforce

## The Changing Landscape - Benchmark

- According to the US Census Bureau:
  - ❑ The minority population increased from 32.9% of U.S. residents in 2004 to 37.9% in 2014.
  - ❑ Chicago's minority population is 54.7%.
  - ❑ The percentage of minorities in America is projected to exceed 50% by 2056
- A 2015 study by the Centers for Disease Control and Prevention, found that 22% of adults in the US have some form of a disability.
  - ❑ The study also found Black (29%) and Hispanic (25.9%) adults were more likely to have a disability than were White (20.6%) adults (*CSC newsroom, 2015*).
- A 2016 U.S. Gallup Poll of the largest representative sample of LGBT Americans found that more than an estimated 10 million adults now identify as :GBT om the U.S. today, approximately 1.75 million more compared with 2012. This is an increase from 3.5% in 2012 to 4.1% in 2016. LGBT millennials rose from 5.8% in 2012 to 7.3% in 2016 (*Gates,2017*)>

# Impact 2020 – Develop Cultural Competency of Workforce

- The Cook County Health Committee on Addressing Bias, Equity , and Cultural Competency has proposed the following definitions for Cultural Competence:

## Cultural Competence

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An ongoing willingness to acknowledge, identify, and **challenge one's own assumptions**, values, and beliefs to **build understanding** around the unique attributes that make up the **various demographics** of Cook County. This results in effective 2-way communication and **safe, open interactions** amongst community members and County workforce members.



# Cultural Competency & Implicit Bias Training for Leaders

- CCH Organizational Development & Training Department hosted a **Pilot** training session.
- Learning Objectives:
  - Build awareness of implicit bias and its effects
  - Engage in cross-cultural communication and use preferred language
  - Discover and discuss strategies to mitigate implicit bias and improve cultural competence
  - CCH Leaders provide feedback about this high-value new course offering

Pilot Version



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THE  
EXETER GROUP

Cultural Competence & Implicit Bias Training for Leaders

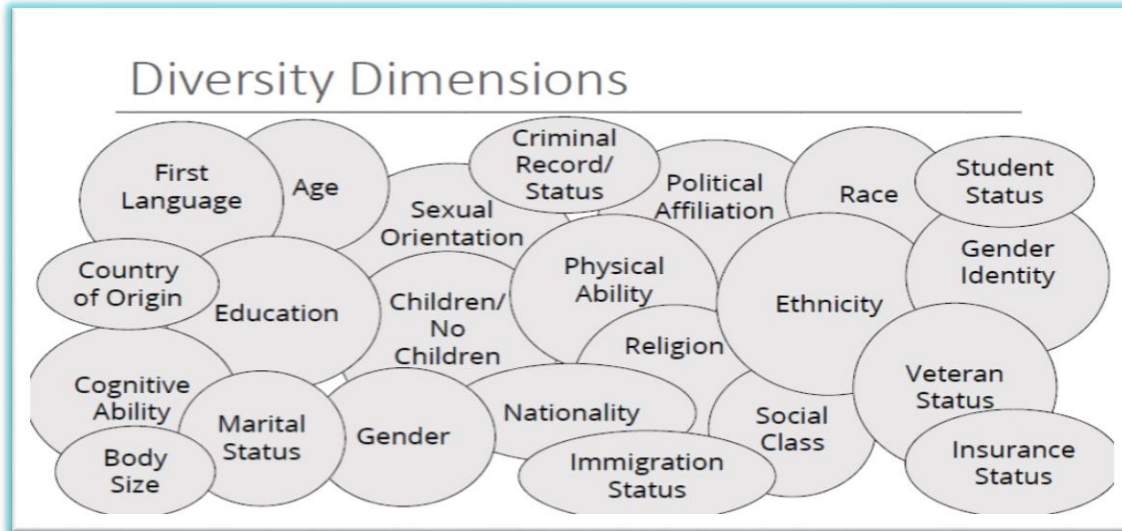
The Exeter Group

Wednesday, October 2, 2019



# Cultural Competency & Implicit Bias Training for Leaders

- Topics covered:



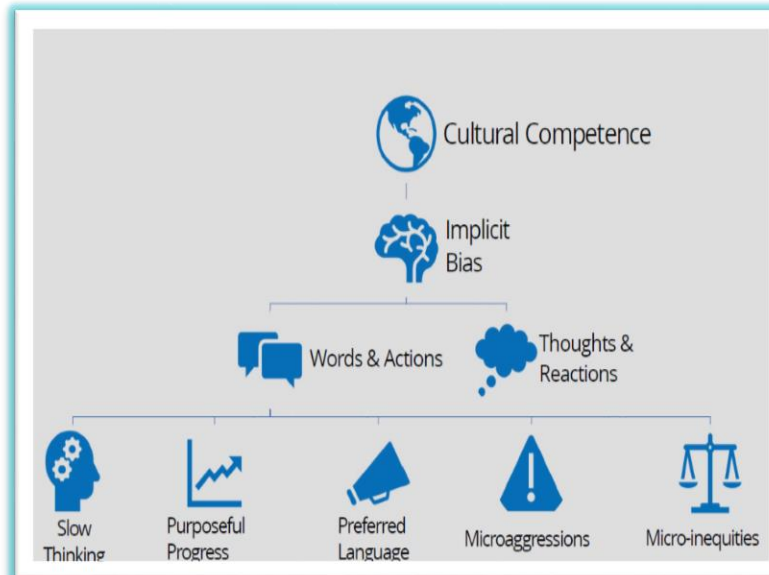
## Health Equity

- The absence of avoidable and unfair health differences among groups of people
- Everyone has a fair opportunity to attain their full health potential and no one is disadvantaged from achieving this potential



## Preferred Language

Recommended (Person-centered)	Not Recommended
<ul style="list-style-type: none"><li>Person with a disability</li><li>Person who uses a wheelchair</li></ul>	<ul style="list-style-type: none"><li>Disabled, Handicapped</li><li>Wheelchair-bound</li></ul>
<ul style="list-style-type: none"><li>Sexual Orientation</li><li>Transgender or Cisgender</li><li>LGBTQ, Lesbian or Gay</li></ul>	<ul style="list-style-type: none"><li>Sexual Preference</li><li>Transsexual or Transgendered</li><li>Homosexual</li></ul>
<ul style="list-style-type: none"><li>Person of color</li><li>Black or African American</li><li>Asian</li><li>Hispanic or Latino/a/x</li><li>White or Caucasian</li><li>Multi-racial or Interracial</li></ul>	<ul style="list-style-type: none"><li>Colored</li><li>"The Blacks," "The Whites," etc.</li><li>Oriental</li><li>Assuming someone is Mexican or Colombian</li></ul>
<ul style="list-style-type: none"><li>Undocumented Immigrant</li></ul>	<ul style="list-style-type: none"><li>Illegal alien</li></ul>

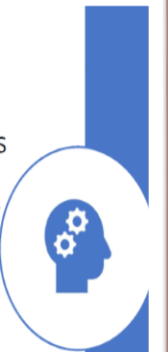


## Implicit Bias Defined

Biases are the intentional or unintentional beliefs based on stereotypes that cause someone to perceive traits or characteristics that may or may not be true, which enables the favorable or unfavorable treatment of said person or group.

Implicit biases are:

- Attitudes or stereotypes that unconsciously affect our understanding, actions, and decisions.
- Activated involuntarily and without our awareness or intentional control.





# Closed Session



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